

**2014 FCC EEO Public File Report for Charter Communications
12380 - CM San Luis Obispo Cnty CA**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 6
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 23

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State CA
FCC Unit 12380 - CM San Luis Obispo Cnty CA

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1406142	Account Coordinator	Indeed.com	1	1
		Referral	1	0
		Internal Career Portal	0	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
1406142 Total			2	1
1407110	Account Coordinator	Referral	1	1
		Internal Career Portal	0	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
1407110 Total			1	1
1404418	Account Executive	Indeed.com	2	0
		Referral	1	0
		Cal Jobs	1	0
		New Times	1	0
		Internal Career Portal	2	1
		External Career Portal	6	0
		Hero2Hired	0	0
		Direct Employers	0	0
1404418 Total			13	1
1405200	Account Executive	Internal Career Portal	0	0
		External Career Portal	1	1
		Hero2Hired	0	0
		Direct Employers	0	0
1405200 Total			1	1
1304894	Account Sales Executive	Referral	1	1

1304894	Account Sales Executive	Internal Career Portal	0	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		SLOJobs.com	0	0
1304894 Total			1	1
1304889	Video Technician I	Indeed.com	3	0
		Internal Career Portal	0	0
		External Career Portal	2	1
		Hero2Hired	0	0
		Direct Employers	0	0
		Tennessee State University Fall Career Fair	0	0
1304889 Total			5	1
Grand Total			23	6

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	2
External Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	9
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Referral*					NO	4
Indeed.com*					NO	6
Cal Jobs*					NO	1
New Times*					NO	1
SloJobs.com					NO	0
Tennessee State University Fall Career Fair	3500 John A Merritte Blvd	Nashville, TN 37209		615-963-5981	NO	0

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills